Higher Education Faculty and Staff, 1985-86

Pennsylvania Department of Education 1987

Higher Education Faculty and Staff, 1985-86

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HIGHLIGHTS

The 1985-86 data on full-time instructional faculty salaries and fringe benefits indicate that:

* the mean salary for selected faculty ranks on nine-month contracts rose by 74.3 percent since 1976-77.

* since the 1984-85 academic year, the mean salary for selected faculty ranks on nine-month contracts rose by 5.2 percent.

* the mean salary for selected faculty ranks on nine-month contracts at the state-related commonwealth universities was $33,098, highest of the three categories of public institutions.

* the mean salary for selected faculty ranks on nine-month contracts at the private state-aided institutions was $41,153, highest of any category of private institutions.

* a total of 178.3 million dollars was spent on fringe benefits for full-time instructional faculty on nine- and twelve-month contracts. This is an increase of 4.9 percent over last year's reported expenditures.

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INTRODUCTION

"Higher Education Faculty and Staff, 1985-86" is one in a series of publications containing statistical summaries related to basic education, higher education, and vocational education in Pennsylvania. The data contained in this publication reflects current year figures as well as trends on a variety of selected topics. In many instances, more detailed data is available.

Requests for more detailed data and questions or comments about the data should be addressed to the Pennsylvania Department of Education, Division of Data Services, 333 Market Street, Harrisburg, PA 17126-0333 (phone 717-787-2644).

Sources: Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty, 1985-86 (ED-2300-3)
Comprehensive Staff and Salary Report, Fall 1985 (PDE-5009)

TABLE 1

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY TYPE OF INSTITUTIONAL CONTROL, 1976-77 THROUGH 1985-86 1/

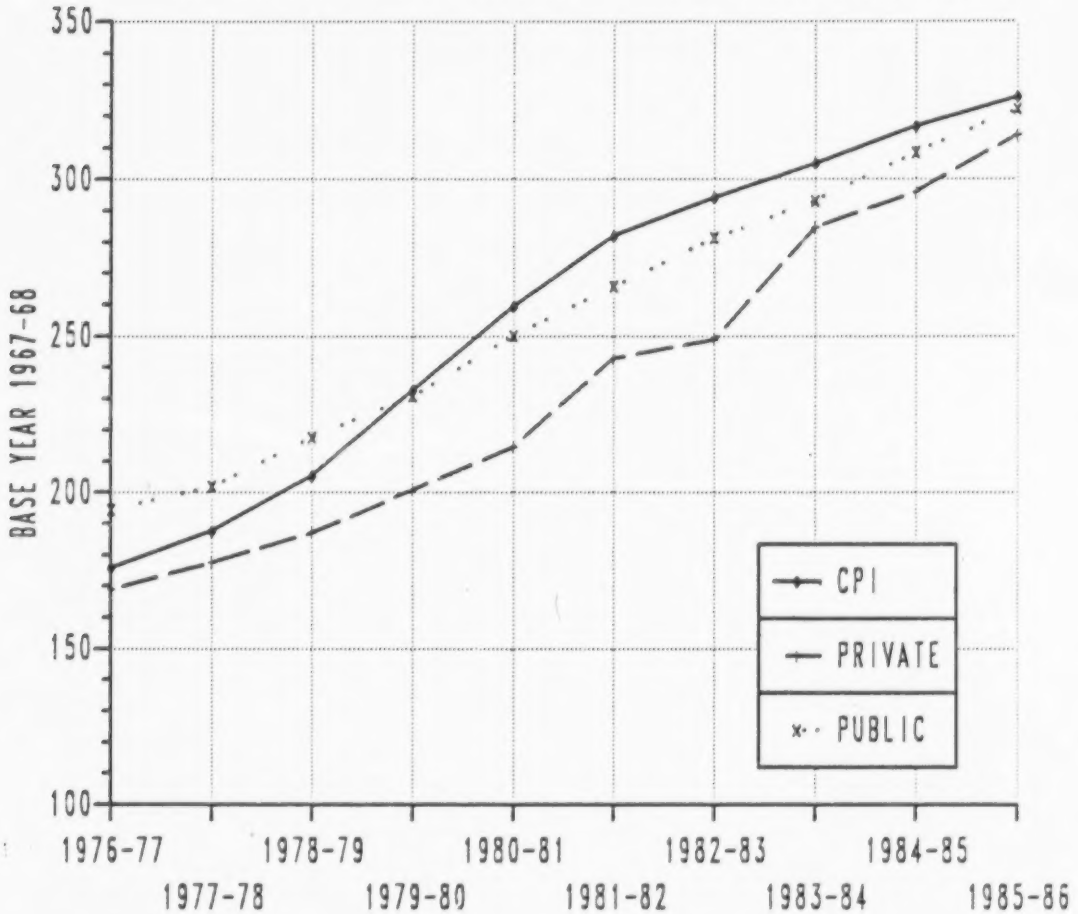
	Total	Public	Private 2/
1976-77	$18 433	$19 202	$17 505
1977-78	19 231	19 932	18 401
1978-79	20 540	21 480	19 377
1979-80	21 834	22 780	20 780
1980-81	23 337	24 683	22 210
1981-82	25 735	26 232	25 143
1982-83	26 855	27 773	25 765
1983-84	29 192	28 936	29 493
1984-85	30 542	30 447	30 654
1985-86	32 131	31 797	32 522

1/ The selected ranks are professor, associate professor, assistant professor, and instructor.
2/ Excludes specialized associate degree-granting institutions.

The mean salaries of full-time instructional faculty on contracts of 9 months for selected ranks and selected institutions increased by 74.3 percent from 1976-77 to 1985-86, an increase of 5.2 percent occurred from 1984-85 to 1985-86. For the public sector, the mean salaries rose by 65.6 percent from 1976-77 to 1985-86 while the private sector salaries increased by 85.8 percent.

FIGURE 1

INDEX OF MEAN SALARIES OF FULL-TIME FACULTY ON 9-MONTH CONTRACTS VS. THE CONSUMER PRICE INDEX, 1976-77 THROUGH 1985-86



NOTE: Includes only professor, associate & assistant prof., & instructor.

TABLE 2

FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS, 1976-77 THROUGH 1985-86

(In Millions of Dollars)

	Total	Retirement	Social Security	Medical/ Dental	All Other1/
1976-77	$52.3	$26.0	$12.9	$ 6.3	$ 7.1
1977-78	60.2	26.1	14.9	9.4	9.8
1978-79	70.3	30.3	16.7	11.3	12.0
1979-80	83.5	34.5	20.6	13.0	15.4
1980-81	93.9	38.1	23.3	15.5	17.0
1981-82	109.7	43.3	28.2	18.2	20.0
1982-83	116.8	48.4	28.6	21.5	18.3
1983-84	132.2	52.8	31.9	25.6	21.9
1984-85	151.2	59.8	36.8	31.2	23.4
1985-86	159.0	63.9	39.1	32.2	23.8

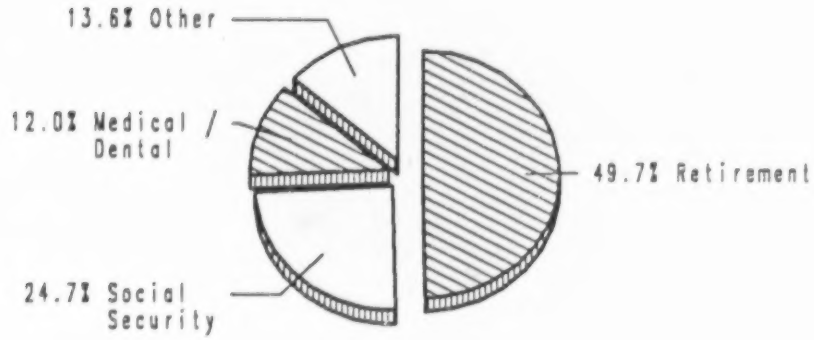
1/ includes: guaranteed disability income, tuition and housing plans, unemployment compensation taxes, group life insurance, workmen's compensation taxes, and other benefits in kind with cash options.

In 1976-77, 49.7 percent of the expenditures for fringe benefits for full-time instructional faculty employed on a contract of 9 months were for retirement plans. By 1985-86 retirement plans accounted for only 40.2 percent of these expenditures. Over the 1976-77 to 1984-85 period, medical/dental benefits accounted for an increasingly larger portion of total fringe benefit costs, but showed a slight decrease, percentage-wise, for 1985-86.

For the 10-year period ending in 1985-86, expenditures for fringe benefits increased by nearly 204 percent. By category, expenditures increased as follows: retirement, up 145.8 percent; social security, up 203.1 percent; medical/dental, up 411.1 percent; and all other, up 235.2 percent.

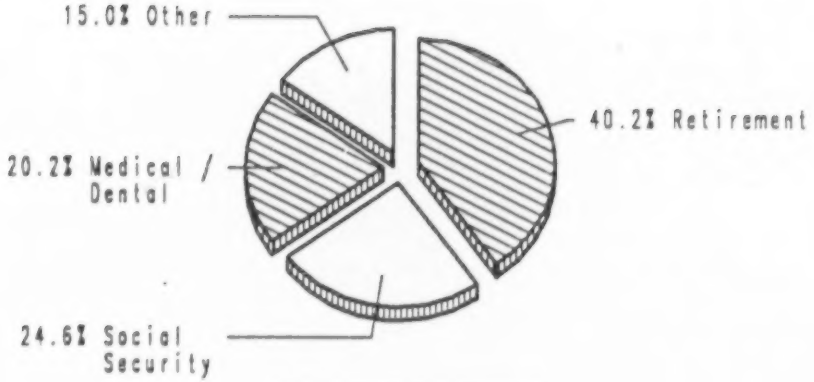
FIGURE 2

FRINGE BENEFIT EXPENDITURES FOR
FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH CONTRACTS



Total= $52,334,862

1976-77



Total= $159,015,117

1985-86

TABLE 3

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY SELECTED INSTITUTIONAL CATEGORIES, 1976-77 THROUGH 1985-86 1/

	1976-77	1977-78	1978-79	1979-80	1980-81
Total, All Institutions	$18 433	$19 231	$20 540	$21 834	$23 337
Total, Public Institutions	19 202	19 932	21 480	22 780	24 683
State Universities	21 016	21 409	23 240	24 886	26 181
State-Related Commonwealth Universities	19 577	19 743	21 115	22 186	24 045
Community Colleges	15 745	18 825	17 928	18 980	20 076
Total, Private Institutions 2/	17 505	18 401	19 377	20 780	22 210

	1981-82	1982-83	1983-84	1984-85	1985-86
Total, All Institutions	$25 735	$26 855	$29 192	$30 542	$32 131
Total, Public Institutions	26 232	27 773	28 936	30 447	31 797
State Universities	27 778	29 128	29 676	31 018	31 583
State-Related Commonwealth Universities	26 183	27 834	29 520	31 178	33 098
Community Colleges	22 475	24 237	25 940	27 502	29 356
Total, Private Institutions 2/	25 143	25 765	29 493	30 654	32 522

1/ The selected ranks are professor, associate professor, assistant professor, and instructor.

2/ Excludes specialized associate degree-granting institutions.

TABLE 4

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT LENGTH AND RANK BY INSTITUTIONAL CATEGORY, 1985-86

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	9 Months		12 Months		9 Months		12 Months		9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	18 647	$31 903	2 320	$34 296	5 831	$41 362	533	$51 911	5 580	$31 649	534	$39 871
State Universities	4 175	31 583	15	35 311	1 532	38 040	4	50 030	1 387	31 250	2	41 317
State-Related Commonwealth Universities	4 015	32 871	1 148	42 787	1 113	45 127	389	56 984	1 179	33 276	378	41 660
Community Colleges	1 757	29 237	109	29 883	506	33 145	12	39 901	581	30 364	25	35 610
Private State-Aided Institutions	1 677	41 153	86	39 204	686	53 026	19	51 246	461	36 661	29	42 473
Private Colleges and Universities	6 039	30 532	294	35 315	1 937	40 190	80	47 264	1 913	30 396	75	37 800
Theological Seminaries	49	30 320	95	20 183	31	32 909	48	22 524	8	27 071	24	21 269
Private Junior Colleges	208	19 792	19	18 780	26	25 633	1	25 200	51	21 930	3	24 330
Specialized Associate Degree-Granting Institutions	127	18 628	554	19 192	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	9 Months		12 Months		9 Months		12 Months		9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	5 441	$25 907	365	$31 381	1 559	$20 039	750	$20 088	156	$20 643	39	$27 059
State Universities	1 033	24 993	5	33 641	223	19 827	4	19 677	-	-	-	-
State-Related Commonwealth Universities	1 224	26 615	198	32 994	438	19 958	103	23 207	44	19 282	21	33 313
Community Colleges	482	26 848	32	31 517	169	21 703	26	22 101	19	18 283	12	21 461
Private State-Aided Institutions	478	30 261	29	31 811	33	23 552	8	26 011	19	26 096	-	-
Private Colleges and Universities	2 183	24 927	86	29 728	518	20 119	48	22 707	54	21 167	3	22 637
Theological Seminaries	9	25 096	10	16 478	1	23 064	5	11 643	-	-	3	10 100
Private Junior Colleges	50	19 643	5	20 153	58	16 928	2	16 900	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	127	18 628	554	19 192	-	-	-	-

	NO ACADEMIC RANK			
	9 Months		12 Months	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	60	$19 418	77	$24 866
State Universities	-	-	-	-
State-Related Commonwealth Universities	3	23 934	59	26 631
Community Colleges	-	-	2	23 748
Private State-Aided Institutions	-	-	1	35 586
Private Colleges and Universities	34	21 333	2	26 000
Theological Seminaries	-	-	5	14 500
Private Junior Colleges	23	15 999	8	15 509
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 5

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1985-86

	ALL RANKS				PROFESSOR				ASSOCIATE PROFESSOR			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	13 803	$33 830	4 844	$26 411	5 096	$42 144	735	$35 946	4 365	$32 170	1 215	$29 776
State Universities	3 168	32 640	1 007	28 257	1 345	38 069	187	37 829	1 112	31 298	278	31 057
State-Related Commonwealth Universities	3 091	34 783	924	26 473	990	45 951	123	38 655	979	33 652	200	31 431
Community Colleges	1 077	30 385	680	27 417	354	33 755	152	31 726	351	31 207	230	29 078
Private State-Aided Institutions	1 363	43 196	314	32 288	636	53 452	50	47 607	365	37 352	96	34 032
Private Colleges and Universities	4 885	32 648	1 754	24 639	1 723	41 027	214	33 450	1 525	31 034	388	27 889
Theological Seminaries	43	30 866	6	26 408	30	33 154	1	25 573	6	25 400	2	32 083
Private Junior Colleges	85	20 672	123	19 185	18	25 609	8	25 686	27	22 495	24	21 293
Specialized Associate Degree-Granting Institutions	91	20 492	36	13 915	-	-	-	-	-	-	-	-

	ASSISTANT PROFESSOR				INSTRUCTOR				LECTURER			
	Men		Women		Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	3 411	$26 841	2 000	$24 292	782	$21 100	777	$18 971	81	$23 841	73	$17 189
State Universities	616	25 159	417	24 748	95	20 015	128	19 687	-	-	-	-
State-Related Commonwealth Universities	851	27 391	375	24 855	238	21 155	192	18 473	30	22 690	34	16 276
Community Colleges	270	27 855	212	25 564	93	22 896	76	20 243	9	19 093	10	17 554
Private State-Aided Institutions	327	31 559	151	27 452	20	24 266	13	22 453	15	29 468	4	13 450
Private Colleges and Universities	1 374	26 037	809	23 043	225	21 145	293	19 331	27	23 576	27	18 759
Theological Seminaries	7	25 746	2	22 822	-	-	1	23 064	-	-	-	-
Private Junior Colleges	16	18 230	34	20 308	20	16 323	38	17 247	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	91	20 492	36	13 915	-	-	-	-

	NO ACADEMIC RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	18	$24 566	42	$17 212
State Universities	-	-	-	-
State-Related Commonwealth Universities	1	23 934	-	-
Community Colleges	-	-	-	-
Private State-Aided Institutions	-	-	-	-
Private Colleges and Universities	11	27 248	23	18 504
Theological Seminaries	-	-	-	-
Private Junior Colleges	6	17 667	19	15 648
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 6

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1985-86

	ALL RANKS				PROFESSOR			
	Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	1 659	$37 134	661	$27 169	491	$52 485	62	$47 362
State Universities	10	38 816	5	28 301	3	51 109	1	46 793
State-Related Commonwealth Universities	892	44 930	256	35 321	352	57 433	37	52 706
Community Colleges	47	32 510	62	27 892	7	39 598	5	40 324
Private State-Aided Institutions	68	39 282	18	38 911	15	51 734	4	49 405
Private Colleges and Universities	187	39 960	107	27 196	65	49 859	15	36 017
Theological Seminaries	90	20 349	5	17 210	48	22 524	-	-
Private Junior Colleges	11	19 765	8	17 426	1	25 200	-	-
Specialized Associate Degree-Granting Institutions	354	20 968	200	16 048	-	-	-	-

	ASSOCIATE PROFESSOR				ASSISTANT PROFESSOR			
	Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	418	$40 328	118	$38 251	233	$31 770	132	$30 696
State Universities	2	41 317	-	-	4	33 709	1	33 371
State-Related Commonwealth Universities	301	41 834	77	40 982	131	33 073	47	32 838
Community Colleges	12	37 915	13	33 483	14	32 015	18	31 129
Private State-Aided Institutions	24	42 230	5	43 641	22	31 812	7	31 807
Private Colleges and Universities	53	40 756	22	30 679	48	32 263	38	26 526
Theological Seminaries	24	21 269	-	-	9	15 270	1	27 350
Private Junior Colleges	2	21 723	1	29 545	5	20 153	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	-	-	-	-

	INSTRUCTOR				LECTURER			
	Men		Women		Men		Women	
	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	444	$21 541	306	$17 979	21	$31 233	18	$22 190
State Universities	1	17 364	3	20 448	-	-	-	-
State-Related Commonwealth Universities	48	24 901	55	21 729	15	35 686	6	27 379
Community Colleges	10	24 306	16	20 722	3	27 004	9	19 614
Private State-Aided Institutions	6	24 363	2	30 957	-	-	-	-
Private Colleges and Universities	19	24 738	29	21 377	1	30 000	2	18 955
Theological Seminaries	5	11 643	-	-	2	4 800	1	20 700
Private Junior Colleges	1	11 500	1	22 300	-	-	-	-
Specialized Associate Degree-Granting Institutions	354	20 968	200	16 048	-	-	-	-

	NO ACADEMIC RANK			
	Men		Women	
	Number	Mean Salary	Number	Mean Salary
ALL INSTITUTIONS	52	$26 138	25	$22 220
State Universities	-	-	-	-
State-Related Commonwealth Universities	45	26 801	14	26 924
Community Colleges	1	23 500	1	23 995
Private State-Aided Institutions	1	35 586	-	-
Private Colleges and Universities	1	23 000	1	29 000
Theological Seminaries	2	17 250	3	12 667
Private Junior Colleges	2	18 255	6	14 594
Specialized Associate Degree-Granting Institutions	-	-	-	-

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 7

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY
BY LENGTH OF CONTRACT BY TYPE OF BENEFIT, 1985-86

Benefit	9-Month Contract		12-Month Contract	
	Number Covered	Expenditures	Number Covered	Expenditures
TOTAL, ALL FRINGE BENEFITS	N/A	$159 015 117	N/A	$ 19 288 940
Retirement Plans--Vested Within 5 Years	11 929	34 824 513	1 257	4 921 153
Retirement Plans--Vested After 5 Years	5 279	29 071 857	546	2 415 211
Medical/Dental Plans	18 163	32 163 496	2 151	3 835 982
Guaranteed Disability Income Protection	11 234	1 703 204	1 296	219 081
Tuition Plan	4 542	11 429 965	683	1 216 058
Housing Plan	85	207 164	40	253 218
Social Security Taxes	18 383	39 125 048	2 190	5 212 194
Unemployment Compensation Taxes	13 650	2 197 230	1 454	417 886
Group Life Insurance	17 940	3 347 952	1 896	394 346
Workmen's Compensation Taxes	17 073	4 118 037	2 011	383 645
Other Benefits in Kind with Cash Options	1 227	826 651	104	20 166

TABLE 8

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS WHO HAVE TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1985-86

	All Ranks		Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	70.5	47.7	96.5	93.2	83.7	80.0	31.5	30.4
State Universities	85.4	69.5	98.7	98.9	89.7	86.2	57.6	60.2
State-Related Commonwealth Universities	67.1	41.2	97.4	99.2	88.3	93.0	28.9	18.7
Community Colleges	80.6	69.6	92.7	91.4	89.5	87.4	68.5	57.5
Private State-Aided Institutions	72.2	44.6	99.1	98.0	87.4	78.1	10.7	9.9
Private Colleges and Universities	62.7	34.3	95.0	86.4	75.4	67.8	19.6	18.5
Theological Seminaries	62.8	50.0	80.0	100.0	33.3	100.0	14.3	-
Private Junior Colleges	20.0	10.6	50.0	50.0	29.6	33.3	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	-	-	-	-

	Instructor		Lecturer		No Academic Rank	
	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	9.3	5.9	-	1.3	-	-
State Universities	25.3	21.1	-	-	-	-
State-Related Commonwealth Universities	0.4	1.6	-	-	-	-
Community Colleges	44.1	14.5	-	-	-	-
Private State-Aided Institutions	-	-	-	100.0	-	-
Private Colleges and Universities	3.1	1.4	-	-	-	-
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	-	2.6	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	-	-

TABLE 9

PERCENT OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS WHO HAVE TENURE BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1985-86

	All Ranks		Professor		Associate Professor		Assistant Professor	
	Men	Women	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	47.3	23.8	87.6	82.3	73.0	70.3	19.3	15.9
State Universities	90.0	60.0	100.0	100.0	100.0	-	100.0	100.0
State-Related Commonwealth Universities	67.7	37.1	95.7	94.6	81.7	72.7	13.7	4.5
Community Colleges	55.3	40.3	100.0	80.0	75.0	84.6	71.4	55.6
Private State-Aided Institutions	41.2	22.2	86.7	25.0	62.5	60.0	-	-
Private Colleges and Universities	48.7	28.0	70.8	66.7	56.6	59.1	27.1	18.4
Theological Seminaries	30.0	-	50.0	-	12.5	-	-	-
Private Junior Colleges	-	-	-	-	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	-	-	-	-

	Instructor		Lecturer		No Academic Rank	
	Men	Women	Men	Women	Men	Women
ALL INSTITUTIONS	0.5	0.7	4.8	-	3.8	-
State Universities	-	33.3	-	-	-	-
State-Related Commonwealth Universities	2.1	1.8	-	-	4.4	-
Community Colleges	-	-	-	-	-	-
Private State-Aided Institutions	-	-	-	-	-	-
Private Colleges and Universities	5.3	-	100.0	-	-	-
Theological Seminaries	-	-	-	-	-	-
Private Junior Colleges	-	-	-	-	-	-
Specialized Associate Degree-Granting Institutions	-	-	-	-	-	-

APPENDIX A

GLOSSARY

INSTRUCTIONAL FACULTY--Instruction/research staff whose major regular assignment is instruction, including those with released time for research.

PRIVATE CONTROL--Institutions listed in the following categories: the private state-aided institutions, the private colleges and universities, the theological seminaries, the private junior colleges, the specialized associate degree-granting institutions, and the state school of technology.

PUBLIC CONTROL--Institutions listed in the following categories: the state universities, the state-related commonwealth universities, and the community colleges.

APPENDIX B

NONRESPONDING INSTITUTIONS

Altoona School of Commerce
Art Institute of Pittsburgh
Cambria-Rowe Business College
Central Pennsylvania Business School, Inc.
Centre Business School, Inc.
Dropsie College
Duff's Business Institute
Electronics Institute Inc. - Middletown
Electronics Institute Inc. - Pittsburgh
FPM Data School, Inc.
Grove City College
Keystone Secretarial and Business Administration School
Lansdale School of Business - Lansdale
Lansdale School of Business - Pottstown
Moore College of Art
New Kensington Commercial School
New School of Music
Palmer School Inc. - Philadelphia
Pennsylvania College of Straight Chiropractic
Philadelphia School of Office Technologies
Philadelphia School of Office Technologies - Northeast
Philadelphia School of Printing and Advertising
Pittsburgh Technical Institute
Shenango Valley School of Business - New Castle
South Hills Business School
Triangle Institute of Technology
Triangle Institute of Technology - DuBois
Triangle Institute of Technology - Erie
Triangle Institute of Technology - Greensburg
Triangle Institute of Technology - Uniontown
Williamsport School of Commerce
Yorktowne Business Institute